

Message Text

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E.O. 11652: N/A

TAGS: AORG, UN

SUBJECT: ADMINISTRATION - GENEVA G-LEVEL JOB CLASSIFICATION

REF: GENEVA 9695

1. SUMMARY: DOCUMENT HAS BEEN CIRCULATED GIVING FINANCIAL IMPLICATIONS OF IMPLEMENTING JOB CLASSIFICATIONS, INCLUDING GENEVA G-LEVEL POSTS, WHICH STATES THAT PRELIMINARY WORK HAS ALREADY BEEN UNDERTAKEN BY THE GENEVA OFFICE ON G-LEVEL POSTS. THIS IS THE FIRST WE HAVE HEARD OF WORK UNDERWAY IN GENEVA. WE WISH TO AVOID A SITUATION WHERE OUR INITIATIVE WILL BE PRE-EMPTED BY THE SECRETARIAT OF THE RESULTS COULD BE FAILURE TO PRODUCE IN TIME THE JOB DESCRIPTIONS ICSC MUST HAVE TO CONDUCT A NEW SALARY SURVEY, AND THE MISSION PLANS TO ALERT ASYG DAVIDSON TO ITS CONCERN ON THIS SCORED END SUMMARY

2. SECRETARY GENERAL HAS CIRCULATED AS A/C.5/31/47 DATED DECEMBER 3 FINANCIAL IMPLICATIONS FOR HIS PROPOSAL FOR THE ESTABLISHMENT OF CLASSIFICATION SYSTEMS FOR (ALL UN) POSTS IN THE PROFESSIONAL CATEGORY AND GENERAL SERVICE POSTS IN GENEVA. WITH RESPECT TO THE GENEVA G-LEVEL TASK THE DOCUMENT ANNOUNCES THAT QTE PRELIMINARY WORK HAS ALREADY BEEN UNDERTAKEN BY THE GENEVA OFFICE UNQTE WITH THE COOPERATION OF GENEVA-BASED AGENCIES AND THE CCAG COMMITTEE ON GRADING STANDARDS TOWARDS THE IDENTIFICATION OF OCCUPATIONAL CATEGORIES AND THE ESTABLISHMENT OF GRADING

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STANDARDS WITHIN THOSE CATEGORIES. THE DOCUMENT GOES ON

TO SAY THAT CLASSIFICATION TEAM (FROM HEADQUARTERS) WILL ASSIST THE GENEVA OFFICE IN THIS, AND ADDS THAT THE ADMINISTRATION WILL CONSULT WITH STAFF REPRESENTATIVES ON QTE ALL PHASES UNQTE OF THE PROJECT. THE FOLLOWING ARE PROJECTED AS QTE RELATED COSTS UNQTE:

18 WORK/MONTHS AT THE P-4/P-3 LEVEL \$50,400

6. WORK/MONTHS AT THE G-4/1 LEVEL 11,500

TRAVEL AND SIBSISTENCE 13,700

TOTAL \$75,600

3. AS REPORTED EARLIER (USUN 5447 AND DEBATIN-GRIP MEMCON) STRONG DIFFERENCE OF OPINION EXIST WITHIN THE SECRETARIAT ABOUT HOW THE GENEVA TASK SHOULD BE ACCOMPLISHED. NEW DOCUMENT SUGGESTS, HOWECER, THAT THE VIEWS OF ASYG GHERAB ARE PREVAILING. (HE INFORMED THE FIFTH COMMITTEE NOVEMBER 3 THAT HE FORESAW NEED FOR AN ADDITIONAL \$172,000 IN 1977 FOR GENERAL SERVUCES CALSS-IFICATION.) OTHER PRINCIPAL OFFICIALS IN PRIVATE DIS-PARAGE THIS COSTLY APPROACH. WE GATHER FROM REFTTEL, HOWEVER, THE OFFICIALS ON THE GENEVA OFFICE SHARE GHERAB'S VIEWS TOGETHER WITH THE PROCLIVITY WHICH HAS BEEN CHARACTERISTIC OF THEM TO LOOK TO HEADQUARTERS FOR STRONG DIRECTION.

4. WHEREAS THE NEW DOCUMENT REFERE TO PRELIMINARY WORK HAVING ALREADY BEEN UNDERTAKEN BY THE GENEVA OFFICE ON G-LEVEL JOB CLASSIFICATION, THE SECRETARY GENERAL'S INITIAL DOCUMENT ON THE SUBJECT ISSUED IN AUGUST (A/C.5/31/9) PROPOSED STARTING ONLY QTE EARLY IN 1977 UNQTE. THIS WAS REITERATED IN THE SECRETARY GENERAL 'S COMMENTS ON THE JIU REPORT ON THE STRIKE (A/31/137/ADD 2). GHERAB SAID NOTHING OF WORK UNDERWAY IN HIS FIFTH COMMITTEE INTERVENTION NOVEMBER 3, AND BARBOSA ACKNOWLEDGED TO US AS RECENTLY AS NOVEMBER 5 THAT NO PRACTICAL WORK WAS UNDERWAY (USUN 5058). WE NOTE THAT THE ANNOUNCEMENT THAT THE SECRETARIAT HAS INITIATED WORK ON GENEVA G-LEVEL JOB CLASSIFICATIONS COMES SHORTLY AFTER THE SECRETARIAT BECAME ACQUAINTED WITH OUT THINKING FOR A GA DIRECTIVE (USUN 5870 AND 5872) AND BEFORE FIFTH COMMITTEE CONSIDERATION OF THE JIU REPORT UNDER WHICH LIMITED OFFICIAL USE

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SUCH A RESOLUTION WOULD BE PROPOSED.

5. MISSION PLANS TO TAKE THE POSITION THAT THE FINANCIAL IM-PLICATIONS IN A/C.5/31/47 WITH RESPECT TO G-LEVEL CLASSIFICA-TION IN GENEVA SHOULD NOT BE CONSIDERED UNTIL AFTER CONSIDERATION OF THE JIU REPORT. WE WILL ALERT ASYG DAVIDSON TO THIS, AND CAUTION HIM IN PARTICULAR THAT WE WOULD NOT WISH TO SEE A JOB CLASSIFICATION PROGRAM LAUNCHED

NOW AT THIS LATE JUNCTURE, AND BEFORE GA DIRECTION IS GIVEN,
IF THERE IS ANY POSSIBILITY THAT ITS PROGRAM WOULD NOT PRODUCE
THE SORT OF JOB DESCRIPTIONS ICSC WILL NEED BY NEXT SPRING
IF IT IS TO COMPLETE A NEW SALARY SURVEY BY NEXT GA.

6. ANY ELUCIDATION MISSION GENEVA MAY BE ABLE TO PROVIDE
ABOUT THE PRELIMINARY WORK WHICH HAS BEEN UNDERTAKEN WOULD BE
HELPFUL TO US AS BACKGROUND WHEN THE JIU REPORT IS TAKEN UP

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